

SPECIAL HOME LEAVE BENEFITS

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## PROVISION OF SPECIAL HOME LEAVE BENEFITS

Section 5(a)(3)(A) of the Central Intelligence Agency Act of 1949 (50 U.S.C. 403(a) et seq.) provides authority to pay travel and transportation expenses to employees so they can take accrued annual leave at their place of residence after an assignment to a permanent duty station outside the continental United States, its territories or possessions, subject to certain conditions. The purpose of this leave is to enable employees who have accepted tours of overseas duty an opportunity to spend some time in this country at reasonable intervals. This leave time is of advantage to the employee and to the Government since it permits the employee to become re-oriented to the traditions and customs of everyday living in this country and to re-establish family ties.

One of the eligibility conditions for such leave is that the employee have to his credit sufficient annual leave to carry him in a pay status for 30 calendar days. This requires a minimum of 22 days accrued annual leave. Prior to the enactment of the Annual and Sick Leave Act of 1951 (5 U.S.C. 2062), Agency personnel accrued 26 days annual leave a year. It could be assumed that an employee, without any accumulated leave based on prior Federal service, would be able to use a reasonable amount of annual leave and still carry a sufficient balance to be eligible for home leave. Since some employees accrue only 13 days a year, whereas others accrue 20 and 26 days respectively, there is a considerable difference in the amounts of leave that may be taken by employees while overseas in view of the fact all must reserve sufficient leave (i.e. 22 days) during the 2 year overseas period to qualify for leave in the U. S. following overseas assignment. For example, a new employee who accrues leave at a rate of 13 days per year will have only four days annual leave available for use during a two-year service period if he must reserve 22 days for home leave use. On the other hand, another employee who has 15 years of prior Federal service will have 30 days of annual leave available for use during his overseas tour of two years.

Apart from such differences, limitation of annual leave to four days during a two year period is not compatible with modern personnel management practices which encourage periodic intervals of rest and relaxation. An additional disadvantage of the situation is that the new employee is denied the opportunity to take advantage of his residence in the overseas area by visiting points of interest during leave periods. Such opportunities are frequently an incentive to employees in accepting overseas assignments as well as being advantageous to the Agency in broadening their horizons.

Employees of this Agency accept a concept of career service which requires willingness to serve wherever needed. They are in many cases required to serve overseas tours comparable to those required of Foreign Service personnel. The travel benefits granted under sec. 5(a) of the CIA Act are comparable to those provided by sec. 933 of the Foreign

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Service Act of 1946. However, the special statutory leave benefits that are granted Foreign Service personnel by sec. 203(f) of the Annual and Sick Leave Act of 1951 (i.e., one week for each four months of service outside the United States) are not provided CIA personnel who accept assignments entailing extended overseas service. This special statutory leave is additional to normal annual and sick leave, and may be used only in connection with leave following overseas service.

A very rough estimate of the probable cost of granting this benefit can be based on the number of employees currently serving overseas, usual duration of overseas assignment and average salary rate. It is anticipated that additional payments in connection with such statutory leave would approximate \$575,000 per year.

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